



## Report Tracks Progress of ILPA's Diversity in Action Initiative Signatories on Building Inclusive Cultures

Industry initiative of LPs, GPs has grown sixfold since launch in 2020

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December 19, 2022 (Washington, D.C.) The Institutional Limited Partners Association (ILPA) today released the next report in its [Diversity in Action - Sharing Our Progress](#) series, providing insight into the concrete actions LP and GP signatories to its Diversity in Action (DIA) initiative are taking to achieve greater diversity, equity and inclusion (DEI).

The latest report examines how signatories are integrating DEI into every level of their organizations, from expanding their talent pipelines, to fostering inclusive cultures and holding individual employees and teams accountable through goal setting on DEI.

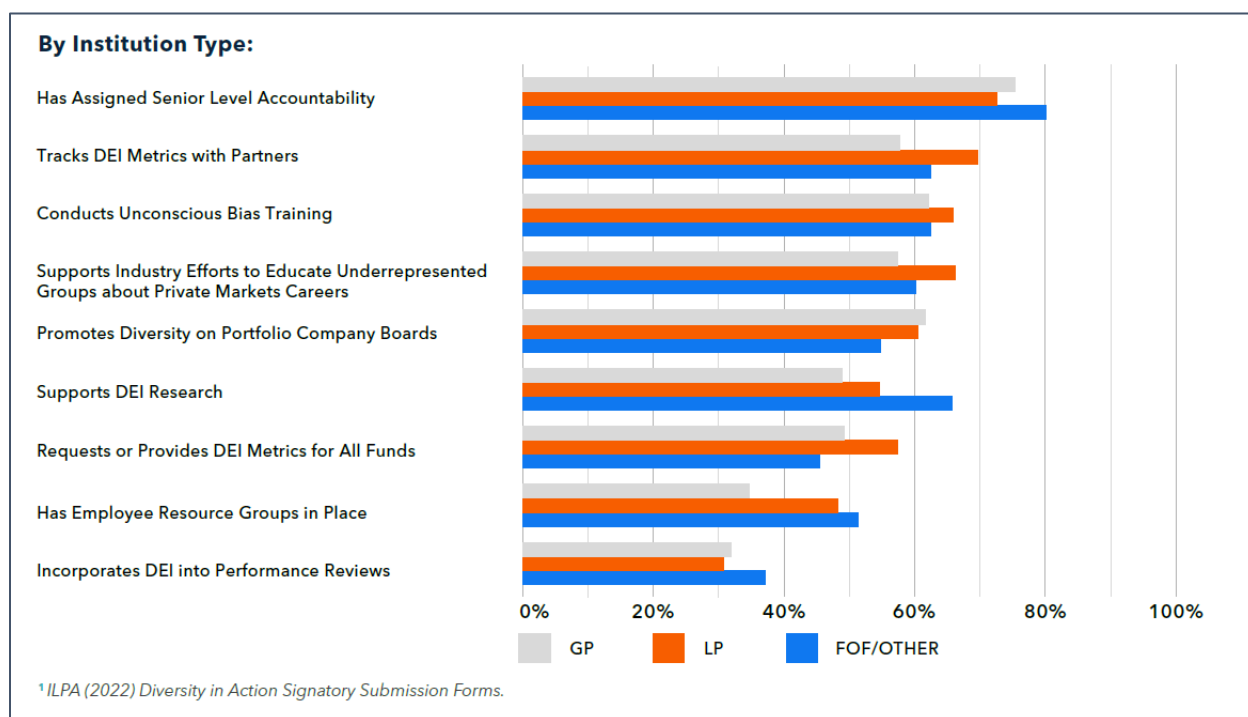
"ILPA's Diversity in Action signatories represent a broad and diverse array of organizations of all sizes and strategies, each making their way on the journey to becoming more diverse, equitable and inclusive," said Jennifer Choi, ILPA CEO. "ILPA is proud to offer this platform for LPs and GPs to share insight into common challenges and lessons learned about what truly works; our latest report showcases the power of dialogue within a community oriented towards action and results."

The report also tracks the evolution of the initiative by signatory geography, strategy and fund size. ILPA's DIA initiative has grown sixfold since its launch just two years ago in 2020, and now includes 279 LP and GP signatories.

### Key Takeaways from the Report

- **Recruiting.** Signatories are defining clearer goals for their organizations when it comes to diversity in hiring; approximately one third self-report that they require or aspire to a specific diversity target for a pool of candidates.
- **Unconscious Bias Training.** The majority of signatories say they provide or are planning to provide unconscious bias training for employees.
- **Employee Resource Groups.** Just under half of signatories report that they have Employee Resource Groups in place or plan to soon, with ERGs for women being the most common offering. ILPA has identified this as a best practice in its [Diversity, Equity and Inclusion Roadmap](#).
- **Performance Reviews.** A third of total signatory respondents ask or plan to ask employees to demonstrate their contributions to advancing DEI as part of their performance review process. Of those that do, more than half have made it a requirement of the entire team, regardless of job function or level.

## What Actions Are Signatories Taking to Integrate DEI Into Organizational Practices and Investment Strategies?



(An earlier version of this chart had a labeling error. Corrected as of January 2023.)

In addition to many illustrative examples of ‘Signatories in Action,’ the report also includes three case studies from three firms leading the way on a specific aspect of DEI integration: GTCR, Vista Equity Partners, and GCM Grosvenor.

The ILPA DIA initiative brings together LPs and GPs who are taking concrete actions to deliver on a commitment to advancing DEI in the private markets. The goal of the initiative is to motivate market participants to engage in the journey toward becoming more diverse and inclusive and to build momentum around the adoption of [specific actions](#) that advance DEI over time.

MORE: [Diversity in Action: Sharing Our Progress Report](#)

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### About ILPA

With nearly 600 member institutions representing over 2 trillion USD of private equity assets under management, the Institutional Limited Partners Association (ILPA) is the only global organization dedicated exclusively to advancing the interests of LPs and their beneficiaries. Our members include public and private pensions, insurers, endowments and foundations, family offices, development finance institutions, and sovereign wealth funds. Our policy agenda is focused on strengthening the private equity asset class through strong governance, alignment of interests and transparency.